

ALL SOULS UNITARIAN UNIVERSALIST
CHURCH

Watertown, New York

ANNUAL REPORT

July 1, 2022 ~~ June 30, 2023

Presented at the
ANNUAL CONGREGATIONAL MEETING

June 11, 2023



The mission of All Souls Unitarian Universalist Church is to create an environment in which personal and spiritual growth is encouraged and where each of us is free to explore our individual beliefs and search for meaning. We strive to be a warm, supportive, nurturing, and inclusive religious community where all people are respected and honored because of their uniqueness. We promote acceptance, diversity, and social justice through our dealings with each other and our actions in the local and global community.

**BOARD OFFICERS AND TRUSTEES
2022 – 2023**

President – Heather Winn
Vice President – Amy Summerville Loomis
Treasurer – Eleanor Allen
Secretary – Sarah O’Connell
Trustees – Catherine Burns
Janine LaClair
Joanne Harter
Shannon Starkweather Burke

CHURCH STAFF

Pianist – Toni Zygadlo
Bookkeeper– Angelo Guarino
Custodian– John Crupi

Abundant Heart Covenant

*Welcoming, loving, and joyous of spirit;
We offer the fellowship of this, our community.
To be in all things peaceful and just: thus we honor
the quest for meaning, the search for truth.
United by Spirit, we celebrate this Earth
and hold our connections as Sacred.
To abundantly give of our hearts' deepest gifts: to ourselves,
to our World, to the future -
This is our covenant". - J. Trainham*

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ORDER OF BUSINESS

A majority of active members qualified to vote shall constitute a quorum at any regular or special meeting of the Church. At any meeting of the Church a lesser number than a quorum may vote only to adjourn the meeting. Voting members are only those who have signed the membership book and from whom, within the current fiscal year, there has been a recorded financial contribution or for whom there is a current signed pledge card on record. 40 members met the requirements as of printing, thus 21 is the quorum.

Officer's Reports

Minutes of the 2021 Annual Meeting

Collector's Report

Treasurer's Report

President's Report

Committee Reports

Memorial Garden Committee

Nominating Committee

- Presentation of Slates

Orders of the Day

Elections for Each Office

- Nominations from the floor
- Election (by hand vote if uncontested, by ballot if contested; no runoffs: repeat until a majority is obtained)

Budget

Shared Plate

New Business (Members obtain the floor and raise items of new business)

Adjournment

All Souls Unitarian Universalist Church of Watertown NY
Annual Meeting Minutes
June 12, 2022

Members Present: Eleanor Allen, Warren Allen, Catherine Burns, Rebecca Carr, Till Fritzsching, Erica Gardner, Karen Hall, Jim, Harter, Joanne Harter, Sylvia Heap, Janine LaClair, Amy Loomis, Harriet McMillan, Frances Mercer, Sarah O’Connell, Lorraine Payette, Jo Reid, Kelly Sackheim, Robert South, Stacy Lowe, Shannon Starkweather-Burke, Patricia Sutherland, Paula, Trainham, Doug Venable, Heather Winn

CALL TO ORDER - 12:05 pm

In the presence of a quorum (20 active members), President Heather Winn brought the meeting to order following the morning’s church service.

OFFICERS’ REPORTS

MINUTES - Patricia Sutherland

Eleanor Allen **moved** and Sarah O’Connell seconded that “**we accept the minutes as written from the last Annual Meeting.**” Motion carried.

COLLECTOR’S REPORT - Warren Allen

The report is in the meeting booklet. Warren gave this update for the time since that report was written: Of the 35 pledges from the current fiscal year, 24 are fully paid with a little extra, 10 are not yet finished, and the last one is ‘probably paid but is complicated.’ There were no questions.

TREASURER’S REPORT - Eleanor Allen

Although the report is in the meeting booklet, Eleanor said the first paragraph was somehow left out, and she read it to us: “When the Finance Committee met with our accountant, Angelo Guarino, on April 6, 2022, we came to the conclusion that, once again, because of the continuing pandemic and the flood in the building, we didn’t have enough information to formulate a new budget for the 2022-2023 fiscal year. All the reasons are listed in the Annual Meeting report. The Board, as a result of this, has recommended that we continue with our current budget. Eleanor **moved** and Kelly seconded “**that for the reasons listed in the Annual Report, we continue with our 2021-2022 budget for the upcoming church year.**” She asked for any questions or discussion. Kelly withdrew her second, allowing the motion to drop.

Eleanor explained the charitable contributions for our current fiscal year. She noted that the Generosity Project, which we normally have contributed to with the undesignated cash in the collection plate, has very little funds (as of April there is \$488.45) due to using Zoom for most of our services. She listed several possibilities for using these monies and then **moved** and Robert seconded “**that we use any money left over from the \$2300 budgeted for charitable contributions to bolster up the amounts we would contribute to Planned Parenthood and The Victim’s Assistance Center this year.**” In response to a question, she stated that, if passed, this motion would direct what would have been the church’s 50% of the amount to go to these organizations. Since the money was not actually donated, it would essentially come from our savings. It was suggested that we encourage special donations to the Generosity Fund for the rest of the month. Eleanor **withdrew her motion**, being in favor of this suggestion.

PRESIDENT’S REPORT - Heather

The report is in the meeting booklet. Heather asked for any questions - there were none.

COMMITTEE REPORTS

1. MEMORIAL GARDEN REPORT - Catherine

Please read the report in the meeting booklet for a few policy changes. She asked for anyone both interested and able to volunteer to help in keeping the Garden in good shape. She is also considering using the funds in their MG account for hiring a professional to make the garden especially nice for our 200th anniversary next year. There is about \$2463 dollars available in their funds.

2. NOMINATIONS COMMITTEE - Sarah

The nominations are:

A. BOARD MEMBERS:

President - Heather Winn - continuing for a second 1-year term

Vice President - Amy Loomis - new for a 1-year term

Secretary - Sarah O'Connell - new for a 1-year term

Treasurer - Eleanor Allen - continuing for a 1-year term

Trustees: (Trustees may potentially serve a maximum of three consecutive 2-year terms and then must be off the Board for at least one year.)

1) Catherine Burns - continuing for the first year of a 3rd 2-year term

2) Janine La Clair - new for the first year of a 2-year term

3) Joanne Harter continuing for the 2nd year of her first two-year term

4) Shannon Starkweather-Burke - continuing for the 2nd year of her 3rd 2-year term

Sarah **moved** and Kelly seconded **“that we accept the slate as presented.** There were no nominations from the floor. Motion **Carried.**

B. NOMINATING COMMITTEE: The Nominating Committee recommends the following slate to fill the open positions. Members of the Nominating Committee can serve for 3 one-year consecutive terms.

1) Kelly Sackheim - continuing (If elected, this will be her second of a possible three one-year terms.)

2) Robert South - new (If elected, this will be his first of a possible three one-year terms.)

3) Frances Mercer - new (If elected, this will be her first of a possible three one-year terms.)

Sarah asked if there were any nominations from the floor. There were none. She then **moved**, with a second from Patricia, that we” **accept the Nominations Committee’s slate.”** **Carried**

3. PROPOSED BUDGET - Eleanor

Eleanor, in light of all the reasons given in her Annual Treasurer’s Report, **moved** and Kelly seconded that **“we continue with the present budget for the next fiscal year 7/2022 - 6/2023.”**

There was no discussion. Motion **Carried**.

4. SHARED PLATE - Robert

He has received only one suggestion so far for this year - NCPR. Rebecca suggested we add Syracuse Immigrant and Refugee Defense Network, an organization of which she is a member and has also worked with and knows well. Catherine **moved** and Robert seconded that **we accept these two organizations as our Generosity Project recipients for the coming year.** Following discussion, the motion **carried**.

NEW BUSINESS

1. Robert moved and Eleanor seconded that **we change our ByLaws in Article IV Section 3, in the first sentence to insert the word “active” between the words “All” and “members,” making the sentence read “All active members of the church....”** Motion carried.

2. Robert **moved** and Eleanor seconded that **we change our By-Laws in Article V Section 3, in the first sentence by striking the word “Twenty” and inserting “A majority of active members”** making the sentence read “A majority of active members qualified to vote....” **Motion carried.**

3. Heather asked for discussion regarding our **Scholarship fund** for our children to attend **Camp Unirondack**. The process has been to apply for the scholarship by letting the Board know of the interest and how much is needed. For a number of years we have budgeted \$600 for attendance at Camp Unirondack. This year we have 2 interested children. Eleanor **moved** **”that until we have better rules and regulations about how this process is going to work, for this year we allocate \$515 for one child and \$85 to the other child, according to their needs.”** Frances noted that this does not require a vote from the congregation. There was no second. Robert **moved** and Patricia seconded that **“we charge the Board with developing a Unirondack Scholarship Policy and an application form.”** Motion carried.

4. Robert moved that we establish a special rule of order as follows:” Without obtaining the floor, members may speak briefly in order to supply information, to make comments, or to ask questions of the person who has the floor. This process is controlled entirely by the person who has the floor, enforced by the Chair.” Eleanor seconded the motion. Note: There was no vote on this motion as we no longer had a quorum present.

Joanne asked to make a statement and thanked Pat Sutherland for stepping into the secretary job and making sense out of the sometimes confusing Board meetings. Eleanor also thanked Robert for all the work he has done for the Board and other church meetings, including handling the Zoom, and keeping us in some kind of order.

Amy **moved to adjourn** the meeting. Motion **carried**.

Respectfully submitted,

Patricia J Sutherland, Secretary

Report of the Nominating Committee:

by Nominating Committee—Kelly Sackheim, Robert South, and Frances Mercer,
with thanks to Pat Sutherland

Robert South proposed that he, Kelly, and Pat query individually the eligible voting members regarding which positions they would be willing to serve in, and which would be their first choice, in addition to making a recommendation of another member for each opening.

The slate reflects a unanimous affirmation that the members of the current Board who are willing to return would continue to make an effective team. The queries also supported the identification and selection of new candidates on the slate.

In addition to the slates recommended by the Nominating Committee, nominations may be made from the floor during the annual meeting.

Article VI, Section 4. of the Bylaws states

“The Board of Trustees shall consist of four Trustees and four officers. All elected officers of the Church shall be members of the Board of Trustees ex-officio. The officers of this Church shall be a President, Vice-President, Secretary, and Treasurer. The officers shall be elected at the annual meeting of the membership for terms of one year each. One-half of the trustees shall be elected at each annual meeting for a term of two years”.

OFFICERS: The Nominating Committee recommends the following slate to fill the four officer positions for one year (maximum three one-year terms for president and vice president).

PRESIDENT:	Heather Winn (If elected, third one-year term)
VICE-PRESIDENT:	Amy Summerville-Loomis (If elected, 2nd one-year term)
SECRETARY:	Francis Ashland
TREASURER:	Eleanor Allen

TRUSTEES: The Nominating Committee recommends the following slate to fill the open Trustee positions:

(Trustees may potentially serve a maximum of three consecutive terms and then must be off the board for at least one year.)

TWO YEAR TERM (July 2023-June 30 2025): Kelly Sackheim (If elected, 1st year of first 2-year term.)

TWO YEAR TERM (July 2023-June 30 2025): Alabama Dane (If elected, 1st year of first 2-year term.)

Continuing on the board as trustees are:

TWO YEAR TERM (July 2022-June 30 2024): Catherine Burns (Second year of third 2-year term.)

TWO YEAR TERM (July 2022-June 30 2024): Janine LaClair (Second year of first 2-year term.)

NOMINATING COMMITTEE: The Nominating Committee recommends the following slate to fill the open positions. Can serve 3, one-year terms.

1. Robert South (If elected, this will be his second of three one-year terms.)
2. Warren Allen (If elected, this will be his first of three one-year terms.)
3. Shannon Starkweather-Burke (If elected, this will be her first of three one-year terms.)

OFFICER AND APPOINTEE REPORTS

President's Report: by Heather Winn

The last few years, since the beginning of covid, have been very different and this past year is no exception. We saw our building reopen from the pandemic and the repairs from the first flood. Members who had been anxious to see one another in person started to trickle back in and cautiously try to find fellowship even with masks and social distancing. This came to an abrupt end when the water pipe burst again, causing a second flood. Thankfully Diego was able to repair the building once again and leave us with an insurance surplus to boot! Now our building is once again beautiful and fully reopened and our hybrid services are in full swing.

Now that the inside of our building is repaired, we turn our attention to the outside of the building. We badly needed the roof over the RE wing repaired and the skylights removed. We found a roofer and that is well underway (with aid of that aforementioned insurance surplus). We are also fixing the leaky clerestory windows. Once the leak is verified to be repaired, we will need to address the social hall ceiling. Another big project that will need to be addressed is replacing the siding on the building. The existing siding is falling off in some places and loose in others, which allows water to seep in.

During the last fiscal year, we also contracted with a consulting minister to help us to decide what our next steps would be. Rev. Dr. Kathy Hurt has been a wealth of information and has greatly helped to guide us through this transition. We have posted our search for a contract minister and so Rev. Dr. Hurt's transition work with us is technically complete, however she has graciously decided to continue to lead a service once a month while we are still in search. Through all of this, All Souls has adapted, found our stride, and is nicely settling into our "new normal". Our congregation is enjoying being able to worship together, whether in person or on Zoom, and we are able to open our building for community events again. I am happy to see things coming back to life and excited to see where this next year takes us!

Collector's Report: by Warren Allen

Thanks for coming and bringing your kind spirits, and also thanks for your pledge payments and other donations, so that we can pay our group's bills. For the fiscal year now ending, 27 of us filled out pledge cards totaling \$34,365. As of May 20, this fiscal year is now 88% over, and the checks which we have brought in total \$30,345, which is 88% of those totals of goals. Of the 27 pledgers, 13 have at least brought in the amounts which they pledged for this year.

Also, during this past FY we have received \$2167.16 towards our Generosity Project (which we later divide, half towards our own expenses, and one quarter each to the other two local charities for which we voted last June, of NCPR public radio and also the Syracuse Workers Center)

Some of us have found it easier to just donate when they can, instead of doing pledge cards; and these unpledged donations are \$5,167.99 thus far this FY. We also get some rent donations for our lovely space, and that rent thus far this FY is \$815. Other deposits are \$1000 per month taken out of our savings. (We used to take out \$2000/mo). And cash left in the canning jars for the Urban Mission is \$15.

For the coming fiscal year starting on July 1, 23 families have pledged \$31,255 already, while nine families which had pledged during this current year hopefully didn't get to this yet and perhaps didn't recall that they don't need a special card.

Thanks to Robert's talents, if we each want to or need to stay somewhere else on Sunday morning, we can join in using Zoom or telephone, and that works best for a few of us. For the rest of us and especially the visitors, meeting and talking and listening can feel nice, or something pleasant which we almost remember doing long ago. Thanks! -Warren

Registrar's Report: by Robert South

This year we signed up 7 new members, namely: Francis Ashland, Paisley Ashland, Katherine Ashland, Alabama Dane, Kathleen Hammond, Mimi Litsche, and Payton Winn. The board also authorized the removal of 161 long inactive members, using new bylaw provisions and policies allowing the removal of anyone who isn't an active voting member and who hasn't attended an annual meeting in the last ten years. Most of these individuals cannot be contacted or don't respond to attempts to contact them. In addition Lee Brown, Marie Rainbolt, Raymond Rainbolt, Wendy Wynn, Anita Lee, and April Huff formally withdrew, having lost interest or permanently moved. This leaves us with 62 current signed members, 41 of whom are active voting members as of this draft, leaving us with a quorum of 21.

Newsletter Report: by Harriet McMillian

This is my 16th year editing the newsletter. I continue to learn new things about putting it together. Robert South scrubbed our mailing list so that we now mail out only a few copies. And Robert generously publishes the newsletter.

In my opinion, there should always be two newsletters before an event, just to be sure everyone is aware of the event. I don't always manage it, but it is my goal.

Thanks to everyone for all the support you give me.

Historian's Report: by Sarah O'Connell

We didn't have any outside requests for information this year, but we did report on some interesting All Souls happenings. For example, in September 2010 we hosted the wedding of Mary Ann Sawyer to Kevin Henebre. A group of us were her beautiful bridesmaids. In September 2012, we welcomed Guy LaMothe to our church. Looking back to 2013 in our January newsletter, we welcomed Cara Venable-Mercer's newborn son, Killian, with a baby shower. In April, Warren Allen penned a wonderful tale of our shared plate outreach. And of course, in May the U.S. officially ended the COVID-19 emergency declaration as All Souls people reflected on our Zoom services through the pandemic and the building closure because of two floods! The next church year, 2023-24, we celebrate our bicentennial, starting in September. Be watching for some trips back in time as well as some fun church community events!

Social Justice Report: by Eleanor Allen

Social justice work is an important part of our All Souls identity, but we've struggled to have a formal social justice committee with meetings and an agenda, especially in the last three years with the coronavirus and building repairs preventing us from using our building. But our members have continued with the social justice projects they've been engaged in over the years. We have blood donors, election worker volunteers, members who help plant trees in the Watertown area, and at least one member who provides transportation to farm workers and others without means of getting to medical and other appointments. We support organizations that help young women get an education; aids work; immigrant rights; cancer research, and numerous other efforts in the Watertown area.

We split our weekly plate collection with two organizations chosen by the congregation at our Annual Meeting. This year's organizations are North Country Public Radio and the Syracuse Immigrant and Refugee Defense Network. Sylvia Heap continues as our United Nations envoy. With help from Frances Mercer, she presented another lovely United Nations Sunday service, making this the 47th year we've done this!

We send a donation to the UU United Nations office each year and we budget yearly contributions to the Watertown Urban Mission, Camp Unirondack, and NY UU Justice, and we've remained an Honor Congregation, paying our fair share to the UUA for more than ten years. We collect food donations for the Watertown Urban Mission. Harriet McMillan keeps us informed of UUA social justice projects through the monthly newsletter, and we have a liaison with the UUSC and with NY UU Justice. As of this writing, we also plan on having an information booth at Watertown's annual Juneteenth celebration.

Office Report: by Robert South

Volunteers continue to staff the office. Francis Ashland has joined Robert South in this. The office continues to be staffed consistently from 9-11 on Monday, 11 to 1 on Wednesday and 1-3 on Friday. The office responds to emails or phone calls sent to the church or forwards the information to the correct party. We bring in and sort postal mail and also provide it to the correct party. We keep the calendar up to date and process building use requests. Every Monday, we process new Guest Registrants, updating the church records and email distribution list and making nametags and sending welcome letters and/or making follow up phone calls. We update the website and process the service recordings and post them on YouTube and we maintain the Governance Binder and file and archive all new church documents. We produce the Weekly Post and print the Newsletter and Order of Service. We water the houseplants, and change the street sign and the quote in the lobby. And do lots of other projects such as this Annual Report. All this makes it possible to pay our accountant the same total our previous minimum wage bookkeeper made, without having to hire an additional office assistant.

Treasurer's Report: by Eleanor Allen

9:06 PM

05/25/23

Cash Basis

All Souls Unitarian Universalist Church

Balance Sheet

As of May 25, 2023

	<u>May 25, 23</u>
ASSETS	
Current Assets	
Checking/Savings	
Memorial Garden	4,882.48
Money Market Savings	
Capital Expenses	28,394.91
Savings for Minister Salary	59,919.85
Social Justice / Hild Fund	2,903.54
Money Market Savings - Other	9,815.57
Total Money Market Savings	101,033.87
Org Prime Share Savings	132.06
Performance Checking	15,073.52
UBS Investments	
Board Fund - 04118	50,403.50
Capital Growth Fund - 04117	409,129.29
Owens Fund - 04119	79,841.96
Total UBS Investments	539,374.75
UBS Savings	100,751.33
Total Checking/Savings	761,248.01
Total Current Assets	761,248.01
TOTAL ASSETS	761,248.01
LIABILITIES & EQUITY	
Equity	761,248.01
TOTAL LIABILITIES & EQUITY	761,248.01

COMMITTEE REPORTS

It shall be the responsibility of the board to appoint committees or task forces to deal with the work of the church. The Board shall appoint and have the ultimate responsibility in connection with all committees other than the nominating committee. Between meetings of the Church, the Board of Trustees shall have full power to act on behalf of the Church, except as to those matters control of which has been reserved to the membership.

Accordingly, Committees other than the nominating committee regularly report to the board, but some have submitted additional reports to the congregation.

Finance Committee Report: by Eleanor Allen

Notes to Proposed 2023-24 Budget

- Money to pay minister: we have close to \$60,000 set aside in savings to pay a minister - 2 years at \$30,000 per year and no more.
- Pledges: Proposed budget based upon receiving \$35,500 in pledges 2023-24. Warren has received promise of \$31,255 in pledges so far. For the current year we had budgeted \$37,000 in pledges and Warren says we've received \$34,365. Luckily, this year we've received over \$5000 in unpledged donations. We can't count on that for future years!
- Social Justice - Nothing in budget, but \$2,900 in Hild Fund savings earmarked for social justice.
- Charitable Contributions: Urban Mission (\$600); NY UU Justice membership (\$150); Camp Unirondack membership dues (\$100); Unirondack to support All Souls campers (\$850); leaves \$700 representing the amount we pay of Generosity Project money - this year to NCPR and Syracuse Immigrant and Refugee Defense Network
- Insurance Proceeds: The total amount we received from Church Mutual in 2022 and 2023 for flood damage was \$283,320 rounded. We spent \$178,914 on repairs (including the 8% charged by our insurance adjuster) leaving us with \$104,406, which went into our savings. Out of this total the board has committed to spend \$72,000 on the roof and clerestory window repairs currently underway.

**All Souls Unitarian Universalist Church
Profit & Loss Budget Performance**
April 2023

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
						Apr 23	Jul '22 - Apr 23			% of Annual		Annual Budget		23-24 Budget
1														
2					83.33%									
3					Ordinary Income/Expense									
4					Income									
5					Amazon Smile	0.00		19.55				30.00		0
6					Benevolence Offerings	0.00		15.00						
7					Building Use	0.00		565.00		57%		1,000.00		1000
8					Earned Interest	69.70		1,813.67		1814%		100.00		2000
9					Fundraiser	0.00		0.00		0%		1,500.00		1500
10					Memorial Garden Donation	400.00		400.00						
11					Misc	0.00		2.25				0.00		
12					Pledges									
13					Current Year Pledges	2,000.00		29,249.21		79%		37,000.00		
14					Next Year Pledges	800.00		2,300.00						35500
15					Total Pledges	2,800.00		31,549.21		85%		37,000.00		
16					Split Plate Collection	0.00		0.00				0.00		
17					UBS Investment Income	2,000.00		19,000.00		79%		24,000.00		21600
18					Unpledged Income	625.00		5,273.00		352%		1,500.00		1500
19					Total Income	5,894.70		58,637.68		90%		65,130.00		63100
20					Expense									
21					Advertising and Promotion	0.00		0.00				0.00		
22					Bank Service Charges	0.79		30.83		31%		100.00		
23					Board Expense	0.00		0.00		0%		400.00		200
24					Bookkeeping/Accounting Service	500.00		5,000.00		83%		6,000.00		6000
25					Building and Property Security	0.00		2,462.71		1642%		150.00		400
26					Charitable Contributions	0.00		105.00		4%		2,400.00		2400
27					Computer and Internet Expenses	0.00		0.00		0%		200.00		200
28					Guest Minister/Worship	250.00		3,260.00		65%		5,000.00		3000
29					Insurance Expense	0.00		8,991.30		191%		4,700.00		9000
30					Landscaping Expenses	0.00		40.67						1000
31					Membership Expenses	0.00		0.00		0%		200.00		200
32					Memorial Garden Expenses	33.24		129.91						
33					Office Supplies	79.59		79.59		40%		200.00		235

**All Souls Unitarian Universalist Church
Profit & Loss Budget Performance
April 2023**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
						Apr 23	Jul '22 - Apr 23		% of Annual		Annual Budget		23-24 Budget	
1														
2					83.33%									
34			Organist			480.00	5,040.00		81%		6,240.00		6240	
35			Outside Services			0.00	834.80							
36			Payroll Expenses											
37			Custodian			155.73	1,749.99		25%		7,000.00		8000	
38			Minister			0.00	0.00		0%		30,000.00			
39			Office Personnel			0.00	0.00				0.00			
40			Payroll Taxes			86.93	390.39		13%		2,940.00		2500	
41			Religious Education			0.00	412.50		15%		2,800.00		1000	
42			Payroll Expenses - Other											
43			Total Payroll Expenses			242.66	2,552.88		6%		42,740.00			
44			Postage and Delivery			0.00	0.00		0%		400.00		550	
45			Printing and Reproduction			0.00	0.00		0%		450.00		200	
46			Professional Fees			0.00	63.89		11%		600.00		50	
47			Repairs and Maintenance			36,000.00	40,209.64		1340%		3,000.00		6000	
48			Snow Removal			650.00	3,150.00				0.00		3000	
49			Social Action			0.00	0.00		0%		250.00			
50			Trash Removal			0.00	72.15		24%		300.00		200	
51			Utilities											
52			Gas & Electric			0.00	3,208.55		68%		4,750.00		4700	
53			Telephone Expense			177.97	1,779.70		99%		1,800.00		2150	
54			Water			106.79	477.76		96%		500.00		450	
55			Total Utilities			284.76	5,466.01		78%		7,050.00		5425	
56			UUA Annual Program Fund			500.83	5,008.30		91%		5,500.00		5425	
57			Total Expense			39,021.87	82,497.68		96%		85,880.00		61400	
58			Net Ordinary Income			-33,127.17	-23,860.00				-20,750.00		0	
59			Other Income/Expense											
60			Other Income											
61			Coffee Fund			1.00	6.00							
62			Generosity Project			378.25	1,881.16				2,500.00			
63			Insurance Settlement			0.00	72,212.77							
64			Pass-Through Income											

**All Souls Unitarian Universalist Church
Profit & Loss Budget Performance
April 2023**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1														
2					83.33%	Apr 23		Jul '22 - Apr 23		% of Annual		Annual Budget		23-24l Budget
65					UU-UNO-In	0.00		105.00						
66					Total Pass-Through Income	0.00		105.00						
67					Total Other Income	379.25		74,204.93				2,500.00		
68					Other Expense									
69					Insurance Settlement Expenditur	0.00		42,287.57						
70					Investment Value Change	0.00		-6,338.61						
71					Total Other Expense	0.00		35,948.96						
72					Net Other Income	379.25		38,255.97				2,500.00		
73					Net Income	-32,747.92		14,395.97				-18,250.00		

Religious Exploration Report: by Katherine Ashland

Greetings from the Wondering Center!

This year in Religious Exploration has been an opportunity for me to get to know the congregation better, spend some time with our children and youth, and offer programming for a variety of ages and interests while learning what the youth enjoy and respond to,

My goals were simple-offer weekly stand-alone programs to serve the youth of our congregation, have that programming in place for the visitors with children who might come seeking a church community for their families, and offer opportunities for intergenerational interaction in an attempt to engage more of the congregation with our youth. I think we have met each of those goals, with varying success. We continue to struggle with attendance in the Wondering Center, with sometimes weeks going by without any youth. This lack of a regularly attending group of children within our congregation makes welcoming the occasional visiting children a little more difficult especially when the visiting family's children are the only ones in class. (So, we are in a situation where we want to grow our number of families and children but to do so we need families and children to welcome them and for them to interact with). For me, the high point this year was the Worship service offered by the members of the Wondering Center. We had lots of youth participation (Thank you!) and the congregation added so much energy with their participation and engagement(Thank you to each of you who took on an animal role in our skit, danced in the aisles with us, or created a mishmash heart alongside us-what a joyous intergenerational day that was)

Our Religious Exploration Committee will be meeting in the coming days and months to help build a vision of what RE will look like in the fall. If you have ideas or suggestions (or want to be involved in some way), please share your thoughts with us,

Thank you, Kathy

Membership and Activities Report: by Robert South

The board established the new Membership and Activities committee. We have started some church activities and begun actively reaching out to lapsed members and visitors. Game night is successful, Discussion Hour is downgraded to irregular, Singing Practice didn't pan out. We plan to promote more activities both in the church and for visibility in the community.

Transitions/ Search Teams Report: by Eleanor Allen

When Marty Pelham left as our half-time contract minister in June 2021, we were in the midst of the coronavirus pandemic, and had just finished repairing the water damage to the building caused by a broken pipe. The board created a 'Transitions Team,' consisting of Harriet McMillan, Sarah O'Connell, Frances Mercer, and Eleanor Allen, to help work out our next steps. After zooming with our regional consultant, Evin Ziemer, and with board approval, this team recommended hiring Rev. Dr. Kathy Hurt, as our transitions consultant. In January, a second flood caused by the same broken pipe, resulted in more damage to our newly repaired building. Rev. Dr. Hurt, who lived in Minnesota at that time, met with the transitions team and the board over zoom, led several Sunday services followed by open discussions (also over zoom), and prepared a series of questions for the board, the congregation, and the transitions team members, to help us discern our next steps. In her September newsletter article, while she was in the process of moving, she wrote:

As I heard news, and saw photos, of your repairs ongoing in your building, I wondered if maybe you, as well, are going through a time of relocation, not picking up and moving to another place, but seeing your church home so undone and redone that it feels a bit like a relocation. It will look the same for the most part—but you have been unable to use it for so long, and the work will have changed some elements, so that it will also feel new, different.

After analyzing our answers to the series of questions she had posed for us, she recommended that we search for a part-time contract minister who would be able to further work with us. The board appointed Eleanor Allen, Francis Ashland, and Shannon Starkweather - Burke to be our Search Team. Sarah offered to help prepare the Congregational Record for the search. All Souls already had a Congregational Record on the UUA's new search site from our earlier search for Rev. Pelham. Evin Ziemer gave us access to that older record, and we set about updating it. Our listing went 'live' in mid May. We haven't yet had any applicants, but were advised that we need to be patient because there are many more congregations searching for part time contract ministers than there are ministers in search. Rev. Dr. Hurt will continue to provide us with monthly services over zoom until we've found our new part-time contract minister.

Worship / Music Report: by Eleanor Allen

This was a year of transition as our church got back into our sanctuary following the covid pandemic and flood damage to the building. Without a minister of our own the worship committee took responsibility for organizing all 50 of our worship services. We once again used the monthly themes provided by Soul Matters; and a member of the worship committee acted as volunteer coordinator for all the services each month. The informal summer services were mostly held outside in the picnic area near our social hall while we anxiously awaited completion of the work on our building so we could again have services in our beautiful, light filled sanctuary..

This year, with Robert South supplying the technology, we experimented with services where people at home were not only able to watch the presentation over zoom, but also participate during joys and concerns and in question and answer sessions after the presentation. We also had some services with most of us together in the sanctuary and an out-of-town presenter speaking to us over zoom. And we were able to hold services entirely over zoom when the weather (or the coronavirus threat) prevented us from coming in person. Attendance varied greatly, with the norm being about 24 attendees (counting everyone participating in the sanctuary and over zoom). There were two services with close to 40 people in the sanctuary, and a few with only 18. Generally 2 or 3 families participated in the services from home over zoom.

We worked on our transition with Rev. Dr. Kathy Hurt, who provided seven targeted services over zoom, each followed by question and answer sessions. And Rev. David Weissbard came in person on the second Sunday of most months. We had one guest speaker this year: Aylie Incedon, from the Children's Home of Jefferson County, who spoke about the services provided by that organization.

Some highlights were an outdoor informal summer service about Haiku presented by Sarah O'Connell, during which we wrote and presented our haikus in the picnic area behind the social hall; the United Nations Sunday service, presented by our envoy, Sylvia Heap and Frances Mercer, where the speaker (over zoom) was the recently retired director of the UU UN office, Bruce Knotts; a Multi-generational service on February 26, organized by Katherine Ashland, in which the children gave their thoughts about religion; and the service on April 23, planned and organized by Robert South, where we watched short videos prepared for us by our former ministers Axel and Elaine Gehrman, Guy LaMothe, and Marty Pelham. We also had several services exploring possibilities for our All Souls future.

Music continues to be an important part of our worship services. We love the music provided by Toni Zygadlo and appreciate the expertise and flair she brings to our Sunday services with her preludes, postludes, offering music, and her rendition of the hymns. As of this writing, Frances is preparing a special music - themed service in early June.

Worship committee members this year were Robert South, Kelly Sackheim, Frances Mercer, Harriet McMillan, Joanne Harter, Rebecca Carr, Catherine Burns, and Eleanor Allen. Special thanks to Robert South for all his technical assistance!

Here's a listing, by date, of the topics and presenters this fiscal year:

- July 3: No service (July 4th weekend)
- July 10: Eleanor Allen - Blessings: One Person's Impressions of the 2022 General Assembly
- July 17: Sarah O'Connell - Haiku: In person service for sharing haikus!
- July 24: Catherine Burns - Zoomed Presentation: The Deal on Those Days
- July 31: Robert South - Open to Criticism: A round table discussion
- August 7: Kelly Sackheim - Fair Trade Chocolates and Coffee - with samples provided
- August 14: Rev. Dr. Kathy Hurt - Zoomed Presentation: Change of Mind, Change of Heart
- August 21: Eleanor Allen - Leap of Faith
- August 28: Potluck Gathering at picnic area on church grounds - no formal service
- September 4: No service (Labor Day weekend)
- September 11: Joanne Harter - Ingathering Service IN THE SANCTUARY
- September 18: Rev. David Weissbard - Out of Many, One: UU Suggestions for Bridging the American Chasm
- September 25: Eleanor Allen - Belonging to This Church in Transition - followed by an in-person congregational conversation
- October 2: Robert South - The Spiritual Value of Trees
- October 9: Rev. David Weissbard - Hate: The Threat to Democracy
- October 16: Sarah O'Connell – Courage



- October 23: Sylvia Heap and Frances Mercer - United Nations Sunday - Celebrating the United Nations
- October 30: Rev. Dr. Kathy Hurt - Flying on a Trapeze
- November 6: Robert South - Tyranny of the Future
- November 13: Rev. David Weissbard - Lesser Vessels?
- November 20: Kelly Sackheim - Faith, Family, and Community Progress and Change - service moved to zoom only because of a snowstorm
- November 27: Rebecca Carr - It Depends - A Brief Introduction to Current Immigration Policies of This Country
- December 4: Catherine Burns - December Holidays of Light
- December 11: Rev. David Weissbard - The Empty Creche
- December 18: Sarah O'Connell - What We Learn From The Winter Solstice - service moved to zoom only because of snow
- December 24: Sarah O'Connell - The Joy of Christmas Eve - zoom only
- January 1, 2023: New Years Potluck Brunch - no formal service
- January 8: Rev. David Weissbard - Searching for the Meaning of Life
- January 15: Eleanor Allen - Are You There God? It's Me, Eleanor
- January 22: Chris Schneider and Harriet McMillan - Banned Books: How Does That Happen? What Can We Do?
- January 31: Rev. Dr. Kathy Hurt - Herding Cats
- February 5: Frances Mercer - Love, Commitment, and Self Care As Important Elements of Spirituality
- February 12: Rev. David Weissbard - The Day I Almost Stood Up for Jesus
- February 19: Rev. Dr. Kathy Hurt - The World of Your Dreams
- February 26: Kathy Ashland and Crystal Jackson - *Words About* the Wondering Center and Thoughts on Spiritual/ Religious Exploration
- March 5: Robert South - Love is a Four Letter Word
- March 12: Rev. David Weissbard - Selma Is Sacred Ground
- March 19: Rev. Dr. Kathy Hurt - It Ain't Perfect
- March 26: Kelly Sackheim and Joyce Blosser - Comunidades Vulnerables y Caridad
- April 2: Sarah O'Connell and Aylie Inledon - How Are the Children? about the services provided by the Children's Home of Jefferson County
- April 9: Rev. David Weissbard - Who Was That Masked Man?



- April 16: Sarah O'Connell - Separation of Church and State
- April 23: Robert South - Planting Trees
- April 30: Rev. Dr. Kathy Hurt - Pick Your Battles
- May 7: Joanne Harter - Our (Somewhat) Dirty Little Secrets
- May 14: Rev. David Weissbard - Drawing Larger Circles
- May 21: Robert South - Creativity: Our Secret Weapon
- May 28: Rev. Dr. Kathy Hurt - A Costly Peace
- June 4: Frances Mercer - Special Musical Service: Music, Music Everywhere
- June 11: Frances Mercer - Flower Communion Sunday followed by All Souls Annual Meeting
- June 18: Frances Mercer - Being a Good Neighbor - Reaching Out
- June 25: Joanne Harter - Blessing of the Animals - Traditional outdoor service around the peace pole followed by All Church annual picnic

Memorial Garden Report by Catherine Burns

It seems like we have had a lot of cold spells lately. So Mother Nature has been tending the garden so far this season. She's filled the garden with so many forget-me-nots it's crazy! The perennials are popping and some (daffodils) may be at the near end of their all too short bloom period.

The little garden next to the social hall hasn't popped up a lot of flowers yet - I do think that the Russian Sage is growing. I may have to trim that a little bit, if anyone knows how please give me guidance!!

I'm writing this on the 18th of May, hopefully the last of the low 30's weather till fall. Then I can get out my bug spray, (for my body - hate mosquitoes & horseflies) my bag of garden tools & putter around garden. I have a coupon for a garden center that I may use for some annual flowers to fill in some of the gaps around the perennials. Any help is appreciated!!



Our Principles

Unitarian Universalist congregations affirm and promote:

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large;
- The goal of world community with peace, liberty, and justice for all;
- Respect for the interdependent web of all existence of which we are a part.

Our Mission

- The mission of All Souls Unitarian Universalist Church is to create an environment in which personal and spiritual growth is encouraged; and where each of us is free to explore our individual beliefs and search for meaning.
- We strive to be a warm, supportive, nurturing and inclusive religious community where all people are respected and honored because of their uniqueness.
- We promote acceptance, diversity and social justice through our dealings with each other and our actions in the local and global community.

Our Purpose (Article II of our bylaws)

Free religion, as we would have it lived, is a fellowship of seekers after truth, bound by no dogma, restricted by no creed. Our purpose is to join together in a cooperative quest of religious and ethical values and to apply those values to the fulfillment of our objectives, which are the enrichment of spirit, the development of character, and service to all. Our basic underlying convictions are these: that religious and scientific truth must be compatible, that the democratic process should guide human relations, and that each individual has an inherent dignity and the right to freedom of belief unfettered by any prescribed creed.